

Architecture as a faculty is approaching its end

Architecture, Urban and Regional Planning, and Landscape Architecture will vanish as a Faculty on July 1, next if Governing Council approves a decision of its Planning and Resources Committee.

Early last September Vice-President and Provost Donald F. Forster, in a memorandum circulated for discussion, recommended the abolition of the Faculty and the transfer of its three departments to other University divisions. He recommended that the Department of

Architecture become a department of the Faculty of Applied Science and Engineering.

This last proposal did not meet with favour from either Architecture or Engineering and was dropped from the final recommendations to the Committee submitted by Vice-Provost Peter Meincke. He recommended that:

The Department of Landscape Architecture report as of July 1 next to the Dean of Forestry and that the name of that Faculty then be the Faculty of Forestry and Landscape Architecture.

The Department of Urban and Regional Planning report for the time being to the Dean of Graduate Studies and the Department of Architecture report on an interim basis directly to a Vice-Provost, until the completion of a study of the most appropriate administrative arrangement.

Responsibility for the studies to determine the permanent future location of Architecture and of Urban and Regional Planning will rest with the office of the Provost, the Committee decided.



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MR. AULD'S \$3 BIU INCREASE

'Little bit' will cut deficit, Dr Evans says

OCUA hears the University position

"Every little bit helps", said President John R. Evans after the Hon. James Auld, Minister of Colleges and Universities, announced an increase of \$3 in the Basic Income Unit on which university operating grants from the Ontario government are based.

"With this increase", Dr. Evans continued, "the University of Toronto will receive some \$200,000 more, which will reduce our '75-'76 deficit from \$3,900,000 to \$3,700,000."

Actual enrolment slightly lower

Mr. Auld explained that the raising of the BIU to \$2,111 "is made possible as the actual enrolment on which the 1975-76 grants will be based is slightly lower than we had forecast. The Ontario Council on University Affairs had indicated to me that, should funds remain after the allocation of the extra formula grants, these should be distributed as formula grants. This increase is being achieved within the global limit of \$568 million that I advised the House of last November."

The Minister added that, "to relieve some of the pressure on university operating funds, we are reviewing the needs in the area of physical facility maintenance", and that an announcement would be made when the review was completed.

Today, a week after Mr. Auld made his statement, Dr. Evans, senior administrators of the University and the federated colleges, and members of Governing Council, were presenting to the Ontario Council on University Affairs a brief outlining U of T's financial and other difficulties. Among the recommendations in the brief were these:

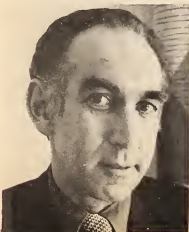
The University's recommendations

A proposal for separate fixed institutional grants and formula grants, the latter at half the present BIU value, based on the assumption that in this way some institutions can survive in a steady state and for others with continuing capacity to accept additional full-time students at marginal increases in cost.

U of T supports the maintenance of present accessibility for qualified students and the improvement of opportunities for part-time students and for disadvantaged groups and recommends some means of objective evaluation of secondary school students. U of T does not want to see accessibility reduced by raising tuition fees without increased aid for students in need.

Excerpts from the University's brief to OCUA are published in a supplement carried in this issue of the Bulletin.

Alumni honour a professor of law



Prof. Horace Krever of the Faculty of Law has been named the first recipient of a new Alumni Award, given by the University of Toronto Alumni Association. The honour recognizes "a faculty member who has combined distinction in his or her discipline with service to the life of the community." Prof. Krever, a specialist in medico-legal ethics, has drafted several laws to govern medical experimentation on human subjects. The name of the first person to be so honoured was announced at the annual meeting of the UTAA on May 3.



A member of the audience questions the Hon. Walter Gordon on Canadianization

Shun witch-hunts in hiring—Gordon

The addition of more Canadians to university teaching staffs is a legitimate issue that must not become a "witch-hunt" or be allowed to cloud the more important concern of Canadian economic independence, Dr. Walter Gordon, former federal Minister of Finance, told the Alumni Advisory Conference on May 2.

Dr. Gordon, one-time member of the U of T Board of Governors, now Chancellor of York University, delivered the keynote speech of a conference on "Nationalism and Canadian Universities" to 150 alumni delegates and other members of the University community.

At York, he said, the rapid expansion during the 1960s when "there was not a sufficient number of adequately trained Canadian teachers available", resulted in a situation whereby in 1972-73 only 52 per cent. of the faculty were Canadian citizens. The main problem, he added, is "the very high percentage of non-Canadians in certain faculties and departments which are often the most sensitive departments where a full background and understanding of Canadian viewpoints are essential."

Dr. Gordon, who received an honorary degree from U of T in 1973, termed as "reasonable and civilized" the existing York policy of hiring Canadians "when there are opportunities to hire anybody."

"It would be unwise to say that under no circumstances whatever could anyone be added to the

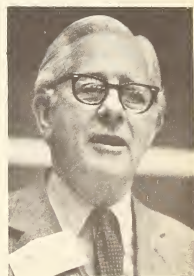
staff who was not a Canadian citizen."

He said the "drastic" cutback in government funding for universities will delay the hiring of more Canadian faculty and warned the audience that universities "are not very popular with the general public, and that's who the government listens to."

The theme was debated the next day when delegates divided into four discussion groups.

Prof. Charles Hanly, chairman of the Planning and Resources committee of Governing Council, suggested one equitable solution might be to make all University departments show that, if they hired a foreigner, they had tried in vain to find a qualified Canadian. Economics, not nationalism, may dictate the hiring of more young Canadian Ph.D. graduates, he said, noting that universities will soon be forced to hire more staff in junior positions because of the large number of senior faculty

approaching retirement age and consequently about to put a severe strain on the available pension funds.



Walter Gordon at Alumni Advisory Conference

Sharply cut size of athletic facility

Revised plans for the men's athletic facility indicate a lowering of the overall height of the building to 68 feet from the original 86 and a reduction in total coverage area to 207,000 square feet from 243,000.

Jack Diamond, special assistant in the office of the Vice-President—Internal Affairs, told a meeting of the committee on shared use of University athletic facilities on Tuesday that the 10-metre diving tower and 75 per cent. of the spectator seating had been eliminated from the pool area. Some team rooms have been reassigned to other uses but twelve squash courts remain in the revised plans.

SAC is holding a meeting Sunday, May 11, at 7 p.m. in the south dining room, Hart House, to co-ordinate student support for the facility.

City liaison committee calls for area rezoning

Aldermen and ratepayers' representatives over-rode objections from President John Evans and Innis College Principal Peter Russell at the meeting of the University-City of Toronto Liaison Committee on April 29 and approved a recommendation calling for permanent rezoning of the Huron-Harbord-Spadina-Bloor area to prevent further University development in that area.

Under consideration by the committee was a lengthy brief submitted by Alan McAllister, president of the Huron-Sussex Residents' Association, which called on City Council to preserve the existing low-density residential use of the area by preventing further institutional expansion by the University, which already owns approximately 87 per cent of the land in question.

'Chaos' in city planning

Ald. Alan Sparrow, a member of the reform caucus on City Council, admitted there is "a relative degree of chaos in the planning process of the city core area" and noted that development in the Huron-Sussex area is effectively frozen until September under an interim city-by-law. He said the residents' proposal merited support "in line with our general policy of restricting institutional expansion in the city core."

President Evans noted that the University had stated to the City Planning Board on April 23 its intention "to abide by its statement to maintain the present partial residential character of the Huron-Sussex area until such time

as it is required for the University's own purposes."

"We will try to avoid development in this area for as long as possible but it is impossible to give any guarantees forever," he added.

Dr. Evans complained that several members of the committee "are not considering the University's legitimate interests" and he noted that the University's development plans may change in the future, pending on new city or provincial policies.

Principal Russell repeated his opposition "in principle" to University expansion but emphasized his desire to achieve "a first class University for the existing students and scholars."

"Both sets of interests must be taken into account," he said.

Ald. Colin Vaughan, who gave critical support to the rezoning proposal, said the motion "may die" when it reaches the City executive committee since no overall planning study yet exists for the Huron-Sussex area.

The parking problem

Following the vote, Prof. Jill Conway, Vice-President of Internal Affairs, outlined the University's parking policy. This calls for removal of 1,300 existing parking spaces and eventual construction of 1,200 replacement spaces by means of a ramp-type garage on the site of the McCurrich Building steam plant beside the Medical Sciences Building and by development of parking locations in the Spadina-Bancroft area and on the east side of St. George St. opposite the Roberts Library.



Medal awarded to Dr J Tuzo Wilson

Dr. J. Tuzo Wilson, director general of the Ontario Science Centre and former principal of Erindale College, has received the John J. Carthy Medal and Award for the Advancement of Science from the National Academy of Science in Washington, D.C.

The award has been presented to Dr. Wilson "for profound and imaginative perception of the global unity of crustal deformation and the drift of continents and ocean volcanoes".

Awarded approximately every three years for noteworthy and distinguished accomplishments in any field of science coming within the scope of the charter of the Academy, the John C. Carthy Award includes a gold medal and an honorarium of \$3,000.

Independent studies instructor for Innis

Innis College needs an instructor in independent studies. The instructor assists, directs research, and acts as a resource person for the students who carry on individual projects in a variety of areas. The position is part-time; applicants should have at least a B.A. or equivalent; salary is \$2,700.

Applications should be sent to the Academic Co-ordinator, Innis College, U of T.

PH.D. ORALS

TUESDAY, MAY 13

Gary Roy Olhoeft, Department of Physics, "The Electrical Properties of Permafrost." Thesis supervisor: Prof. D.W. Strangway. Room 108, 16 Hart House Circle, 10 a.m.

John Richard Bird, Department of Management Studies, "Optimal Guidance of Economic Systems." Thesis supervisor: Prof. D.F. Shanno. Room 201, 65 St. George St., 2 p.m.

WEDNESDAY, MAY 14

Kenneth Kwami Kwaku, Department of Political Economy, "The Political Economy of Peripheral Development: A Case Study of the Volta Region (Ghana) Since 1920." Thesis supervisor: Prof. R. Sandbrook. Round Room, Massey College, 11 a.m.

Hugh A. MacLachlan, Department of English, "The Figure of Arthur in Spenser's *Faerie Queene*: Historical, Ethical, and Religious Studies." Thesis supervisor: Prof. W.F. Blissett. Round Room, Massey College, 2 p.m.

THURSDAY, MAY 15

Valerie Allyson Stoute, Department of Chemistry, "Mechanistic Subtleties in the Baeyer-Villiger Oxidation." Thesis supervisor: Prof. M.A. Wnuk. Room 108, 16 Hart House Circle, 10 a.m.

Carol Anne Corrie, Department of Educational Theory, "Curiosity in Open and Closed Schooling Systems: A Developmental Investigation." Thesis supervisor: Prof. S.B. Kent Henderson. Round Room, Massey College, 2 p.m.

FRIDAY, MAY 16

Leo Marin, Department of Botany, "Developmental Ultrastruc-

ture of the Cotyledon of *Kochia Ciliata* (Chenopodiaceae) During Germination." Thesis supervisor: Prof. R.E. Dengler. Room 108, 16 Hart House Circle, 10 a.m.

Richard Gordon Tiberius, Department of Educational Theory, "An Interactive Approach to Education for Independence in Fourth Year Medical Students." Thesis supervisor: Prof. E.V. Sullivan. Round Room, Massey College, 10 a.m.

Norman Townsend, Department of Anthropology, "Limited Options: Contingency and Constraint in the Economy of the Pokomo of Northeastern Kenya." Thesis supervisor: Prof. W. Weissleder. Croft Chapter, House, University College, 10 a.m.

MONDAY, MAY 19

Susan Myra Denburg, Department of Educational Theory, "The Interaction of Picture and Print in Reading Instruction." Thesis supervisor: Prof. David R. Olson. Room 3264 Medical Sciences Bldg., 9 a.m.

TUESDAY, MAY 20

Peter Danielson, Department of Philosophy, "The Justification of Property Rights." Thesis supervisor: Prof. D. Gauthier. Croft Chapter House, University College, 10 a.m.

David D. Suria, Department of Clinical Biochemistry, "A Biochemical Study of Nephron Chromatin Proteins." Thesis supervisor: Prof. C.C. Liew. Room 108, 16 Hart House Circle, 10 a.m.

WEDNESDAY, MAY 21

Ramesh Chander Kumar, Department of Political Economy, "Development of an Open Dual Economy: A Growth-Theoretic Study." Thesis supervisor: Prof. A.R. Dobell. Round Room, Massey College, 2 p.m.

Student society audits at Business Affairs

Concern that proper financial records be maintained by the 32 student societies for which the University collects a mandatory "check off" fee was discussed at the April 30 meeting of the Business Affairs Committee.

Total student membership fees for the 27 societies audited by the University and five societies which have external auditors amounted to \$755,726.83 during the 1973-74 academic year, according to a report prepared by the Internal Audit Department.

Total income for all student societies during the same period amounted to \$1,174,499.43.

The audit report indicated that a qualified opinion was necessary for 20 of the 25 student societies whose 1973-74 records were checked, and in two of them totally inadequate financial records precluded any opinion by the University's auditing staff. Four student societies were either unable or unwilling to submit their books and records for audit.

The report concluded: "Generally, treasurers of student societies do not have adequate knowledge of keeping accounting records. We have also spent time in educating newly appointed treasurers of student societies to set up books of account."

The committee agreed that the staff of the Internal Audit Department should continue to provide "occasional financial guidance and consultations" to the student societies but should not become an unpaid "bookkeeping service".

Committee members unanimously agreed that "reasonable accounting records must be kept" by the student societies and a withholding of fee payments by the University might be necessary to enforce this regulation effectively.

The members decided to postpone a final decision until May 28 so as to permit consultation with the Internal Affairs Committee, which has jurisdiction over the level of fees charged by the student societies.

The committee also approved the expenditure of \$1,300,000 on extensive renovations of the Science and Medicine and the Sigmond Samuel libraries. Reconstruction in the Science and Medicine wing is expected to be completed in December while the overall project, which includes new parapet entries, several new stairways and facilities for the audio-visual library, is scheduled for completion in September 1976 at a total cost of \$4,408,000.

Stoicheff, P.E. Burke, V.C. Hamacher and A. Venetsanopoulos.

The committee will welcome any communications or recommendations concerning this appointment. They should be directed to the chairman.

Electrical engineering search group

Prof. G.R. Slemmon will complete his second term as chairman of Electrical Engineering on June 30, 1976. A search committee to appoint his successor has been named as follows: Dean B. Etkin, chairman; Dean A. Safarian; Prof. J.H. DeLeeuw, B.P.

Furnished, one-bedroom apartment to let from Sept. 1, 1975 to Sept. 1, 1976. St. George and Bernard area. Please call Dr. de Toledo at 928-3401 or 921-4728. For rent in Scarborough, available Sept. 1, 1975 to Aug. 31, 1976. Furnished 4-bedroom house, 3 bathrooms, family room, 2 large finished rooms in basement; fenced garden; double garage. 20 minutes to St. George campus. \$650. per month plus utilities. Please call 292-3552.

Cottage for rent on Georgian Bay, accessible by car, 12 miles from Parry Sound; 2 bedrooms, modern kitchen and 3 piece bath, electric heat, study with large desk, sundeck with view of Bay. Rent for season or month. Please call 928-6165 or 924-4261.

Furnished accommodation wanted Sept. 1975 to July 1976 (or thereabouts). Preferably house, townhouse or duplex for visiting professor with wife and two small children. Near St. George campus or easy travel by public transit. Please call 926-5567.

Hertfordshire, England. Furnished 4-bedroom period cottage for rent in village of Manuden. Approximately half way between London and Cambridge. Good state schools in nearby Bishops Cleeve. Please call Prof. E.S. Lee, 928-5035.

Sublet, June 1 to Aug. 31, renovated townhouse on small park downtown. Ideal for family with children and pets. Centrally air-conditioned, 3 bedrooms, 1½ bathrooms, large study, living room, dining room, fantastic kitchen, all major appliances. \$400 per month, including utilities. Please call Prof. D.H. Samuel, 924-5072 or 667-3901.

Furnished house for rent from July 1975 to Aug. 1976. Moore Park area; 10- to 15-minute drive to St. George campus; 3 bedrooms, den, garden, garage. Adjoins park and tennis courts; near good public schools; public transportation at corner. \$450. per month plus utilities. Telephone Prof. or Mrs. John Carroll at 489-6541, or write to Prof. Carroll, Dept. of English, University College, U of T.

Furnished house for rent from July 1975 to Aug. 1976. Bennington Heights area; 3 double bedrooms, den, large living room, new kitchen, informal eating area open to private garden; parking for 2 cars. Close to TTC, public school and shopping. \$550. per month plus utilities. Telephone 425-0453.

Cottage for rent for month of July, near Cobourg, Kawartha area. 110 miles from central Toronto. On 7-acre wooded lot with

370 ft. waterfront, 4 double bedrooms, screened porch, 4-piece bathroom, electric heat. Telephone 783-8265.

Looking for accommodation centrally located for two adults for the period Sept.-Dec. inclusive. Would exchange for small centrally located house in Montreal. Please call Prof. Hugh Mason, 928-3178 or Prof. Stanley Rayson in Montreal at (514) 865-4460.

Cottage, 2 bedrooms, wanted for month of August or season. Muskoka area preferred. Telephone 445-6050 or 928-4915.

Furnished 2-bedroom apartment for rent June 15 to Sept. 15. Yvon-Daviesville area; minutes to subway, \$200 per month. Telephone 926-2740.

For rent July 1, 1975 to late Aug. 1976, 8-room renovated Victorian house in Parkdale, convenient to St. George campus and Gardiner Expressway. Beautifully furnished in Canadian antiques. All appliances incl. dishwasher, refrigerator, garage, garden. \$375. per month including heating. Telephone 531-5681.

Visiting professor is interested in renting (cheaply) a family car for the summer months from someone going on sabbatical and leaving their car behind. Please telephone 928-3146 or 489-8783.

ACCOMMODATION

We express 'a position, values, and evidence'

Introduction

By Dr. J. R. Evans

The tone of much that we must say to you is one of complaint: so much so that one might well ask if we are unaware that the provincial government has many problems and many priorities besides the university system; or if we are ungrateful for the past investments of governments and many other supporters that have made it possible for the University of Toronto to develop as a centre of excellence in many fields of knowledge; or if we are unmindful of your Council's difficulties in coping with a situation for which you are not responsible and maintaining a "mugwump" role vis-à-vis the government on the one hand and the universities on the other. We are, in fact, fully aware of all these considerations. But we have a position, and values, and evidence, to express; and if the expression herein sometimes appears emphatic, it is regarded by me as understatement.

Over the past few years the government of Ontario seems to have taken the position that higher education is an overinflated problem, to be phased down in a kindly way. From public pronouncements, it would seem that the government has come to think of universities more as a financial liability rather than as an educational and social asset. This attitude ignores the clearly visible social changes, and the occupational and cultural changes, that have produced demands for higher education at different ages and stages throughout the lifetime of the individual. Furthermore, as social problems multiply, it is increasing need to maintain and to augment human capability as a resource for the study and solution of both kinds of problems. The investment made by society to train and mobilize people's intelligence and capacity ought to be increasing, not decrease, in a deteriorating economic climate.

The existing strength of the Ontario universities, an investment built up by great efforts and expense over many years, can be squandered in as many months through neglect but cannot be quickly retrieved. During the 1960s (Dr. Claude Bissell points out) the universities responded to social demand in a vigorous and frequently imaginative way, with full government support, and became much stronger than they had ever been before. "For the first time in the history of Canadian higher education, graduate studies, the clearest mark of the mature university, was given systematic support; and research, without which both the university and society decay, was accepted as an essential university activity." To throw away the advances so painfully achieved is a dubious economy, besides being a social and intellectual retrogression.

Universities are the largest and most important sources of independent consultants, advisers, arbitrators and commissioners, which government does best to tap. This congruence of talent constitutes a resource that complements the teaching function of the University. . . Does government propose to create, at vast expense, new institutions to fulfill all these purposes once it has geared down the university system so far that there are no resources to spare and no resilience left?

Not many options for quick results

We realize that the economy will not tolerate forever a continuance of the current rate of increase in government spending. But we really believe that the appropriate reaction in the higher educational sector is not in the public interest. To cut the costs of the university system in a major way there are not many options open to government that would bring quick results.

A view of the cost-benefit analysis of universities that credits them with the social and medical and industrial savings resulting from the presence and work of the congenies of talent I referred to earlier would show them as great financial assets to the provincial economy, altogether aside from their incommensurable cultural influence. It is not, I repeat, in the public interest to cut costs disproportionately to the educational goals represented by university activities in teaching and research.

We have supported the development of the university system in Ontario and we remain dedicated to the objectives of the system set out in 1962:

- (i) the traditional responsibility of universities to preserve, augment, communicate and transmit the manifold cultural heritage of the race;
- (ii) the social responsibility to fill the needs of the modern state for graduates, especially in those fields where trained intelligence is vital to the welfare and security of society; and
- (iii) the additional social responsibility to make higher education available to all who are qualified and eager for it, so that they may be knowledgeable, self-reliant citizens of the state and of the world.

Since those words were written we have been led to realize vividly the stresses and dangers of the post-industrial society, the complex problems of the Third World, and the dependence of all the world on trained intelligence, moral courage and co-operative action. These considerations lead us to add to the above objectives for the role of the university in the future: to go beyond the augmentation of knowledge and the supplying of trained personnel: to take the long view not blinkered by next year's fees or taxes or election chances, to take the national and international view rather than the provincial, and to take the independent, critical view rather than accepting the political and bureaucratic values as though they were incontrovertible truths.

As means to these ends we believe that the university system must maintain and develop its present diversity, with differentiation of the roles of different institutions and co-ordination either throughout the whole system or on a regional basis where appropriate; and that the financial support for the universities must enable them to give good value to their students, to pay fair and equitable salaries to their staff, and to maintain their present level of quality without all of them being obliged to seek expanded growth.

In this submission we express our support of a modified version of the recommendation of a COU committee that would lessen relatively the funding of growth in university enrolments. But we do not support this as part of a restrictive measure that would deny accessibility to a great many of the students of the future as highly qualified as our present students. A lessened BIU support for growth would recognize the lower marginal cost of increases in enrolment in one year. The balance between basic support and enrolment-related support must make it possible for some institutions to survive in the steady state without growth, and for those with continuing capacity to accept the additional growth in full-time enrolment at less-than-average cost. There are two important provisos: needy students who are forced by this expedient to attend universities at a distance from their homes must be enabled to do so by appropriate financial assistance; and part-time students will have to be accommodated locally since they have not the same mobility as full-time students. In the long run we do not believe that freezing the size of the university population is a defensible policy if qualified students are thereby excluded.

In our submission, also, we stress the need to ensure that advanced graduate work and research do not fall victims to the government's short-term economies. We deplore the narrow emphasis on productivity solely in terms of numbers taught. . . Another reason for safeguarding and stressing this activity is that research-oriented training in graduate programs is excellent preparation for employment in any work where information must be assimilated and put into comprehensible form so that an informed and balanced evaluation can be the basis for subsequent decisions. . . And finally, there is virtually no aspect of a complex modern society that has not depended heavily on the findings of research in universities. In the health sciences, almost the entire national effort in research is channelled through the universities, which therefore have a very broad research mission from the most basic level to the most applied developmental work; in other fields, development may take place elsewhere, but it will be dependent on fundamental discoveries and insights that are born in university laboratories and libraries.

Operating grants formula

The University of Toronto supports the principle of formula funding and recommends that the present re-examination, a solution be sought which will lead closer to, rather than farther from, the full and unexceptional application of a formula. The existing formula is imperfect, admittedly, but it served Ontario well during a period in which a very high priority for higher education was the rapid expansion of capacity for students. It may have permitted or even encouraged universities to seek growth in order to solve problems other than those arising from growth, and may have penalized only the small "emerging" institutions. (The latter have been treated thus because they have no permanent grants without doing violence to the formula.) The present formula would probably also serve well in circumstances in which growth in student numbers in the system had virtually ceased, and only minor adjustments were necessary each year. The difficulty is that we have reached a point at which growth, while still substantial for the system, is distributed very unequally among the universities. Simultaneously, the government has become unwilling to increase annual investment in the system at a rate which would sustain any university in a stable financial position without growth.

The result is that, within the context of this "global budget" approach, the funding of growth is no longer *in addition*, but in competition with, the basic on-going support of the universities.

Significant growth forecast

There are reasonable grounds for expecting that growth in the demand for places in Ontario universities will continue at a significant rate, at least until the early 1980s. There are also reasonable grounds for assuming that the growth will be unevenly distributed, most students in the expanding part, and that it is in the interest of all the universities that growth should be unevenly distributed among them. This being the case, it follows that the present formula must be reshaped to sustain the universities over this period.

In November, 1974, the Minister of Colleges and Universities brought forward three proposals for the distribution of the global (budget) sum among the universities. These were: the present formula, a new system of incremental support, and a third system in which the formula value for growth was discounted. The third system was described in the following words: "one BIU value would be applied to 1973-74 enrolment to compensate for inflation, and a lesser BIU value would be applied to enrolment growth in the current year". Although the third proposal was rejected by the universities for 1975-76 on the good grounds that a retroactive policy change would be unfair to those who had engaged in the study of the expansion of the system, the third proposal has been examined with great interest as a possible solution to the problem for subsequent years. The Special Committee to Assess University Policies and Plans (the Gaudin Committee) established by COU in 1974, in its report, recommended of this scheme which COU may be bringing forward to OCUA.

Solution to immediate problems

The COU proposal in its present form appears to offer an expedient solution to the problems of the immediate future. The recommendation that the "growth BIU" should have 50 per cent of the value of the "basic BIU" is probably a reasonable estimate of the average requirement for expansion of existing programs. The further recommendation that additional funding be provided, by government for growth beyond an agreed level is one which, while obviously finding strong support in universities if not in government.

There are difficulties, however, with the COU recommendation. No method will overcome a basic inadequacy in funds for the system, and it is unwise to embark on an expedient course of action unless one looks at where it will lead in future. If this is a temporary measure, how will reconciliation be made at the end of the period to recover part BIUs to full status? A system with two weights for ostensibly similar programs would in the long run be unworkable.

Moreover, to discount new growth BIUs is inequitable to growth universities since fully grown universities would have all full BIUs resulting from recent incremental growth. It is therefore argued that a simple manipulation of the present BIU formula such as adjusting growth BIUs by 50 per cent, can only lead to the demise of the formula system at the end of the temporary period.

Alternative model

An alternative model . . . would be to recognize that university grants can be divided conceptually into two portions: one which is related to the fixed costs of operation that are relatively insensitive to student numbers, and the other which is related to costs that vary approximately in proportion to enrolment. It is justifiable to consider that for a university in a stable state about half the costs would be insensitive to fluctuations in enrolment of the minor order of magnitude there are likely to be experienced. The government might recognize this division by identifying 50 per cent of the 1975-76 formula grant to each university as a "sustaining institutional grant". In subsequent years the increase in this grant would reflect the inflationary increase in operating costs and would not change in response to enrolment, within broad limits. The remainder would be in future the "formula grant", and the allocation to each university would be proportional to the weighted student enrolment (BIU count). The dollar value of the basic income unit for 1975-76 of about approximately 50 per cent of the present value. The global budget for the formula grant would be altered each year in order to recognize change of costs in this section, enrolment changes, and government policies.

This approach, by recognizing the real costs of growth, should permit universities to make decisions on enrolment policy in response to demand and institutional capability. There will be no incentive to expand enrolment as a means of solving general financial problems.

Accessibility

One of the objectives of the Ontario university system . . . is the provision of university places for all qualified applicants. As Dr. Dupre has pointed out, a viewpoint exists that would restrict considerably the meaning of "qualified applicants", and would thus make admission to universities a great deal more difficult of attainment than it is now. This viewpoint needs to be carefully examined.

In planning university development in Ontario for the 1960s, the Deutsch Committee adopted a measure of 50 per cent of Grade 13 enrolments as the desirable number of university places to be provided in the system. In a subsequent report on the 1970s, the successors to the Deutsch Committee laid stress on the need to maintain the concept of education as a discontinuous lifetime preoccupation; these developments have invalidated such simple measures of participation as one-half of Grade 13.

It is known that the Grade 13 population will decline in almost all parts of the province in the 1980s, but many other considerations should be taken into account. These seem likely to result in a sustained or perhaps increased demand for higher education, even during those years when the numbers of secondary school graduates are dropping.

At the University of Toronto the competition for places has been such that the effective average average for admission is frequently well above the minimum standard. There is criticism in the University of preparation of students, but such criticism is not a new phenomenon; it can be shared in view that there has been a sudden change in the students coming to this University. We believe that the students who are being admitted to our academic programs are, in general, good students. But we have been greatly concerned at our own tendency to make admissions decisions on the basis of different Ontario secondary schools on an equitable basis because of the disparity among the schools in students and in evaluative processes. We may be excluding good students from some of our limited enrolment programs, and we may be admitting to our schools with "old-fashioned" standards of evaluation. We therefore welcome the proposed study, under the joint sponsorship of the Ministries of Colleges and Universities and Education, of what used to be called Grade 13. We hope it will be able to devise some means of effective system-wide, if not nation-wide, evaluation.

The phenomenon, mentioned above, of discontinuous life-long exposure to formal education engenders demands for part-time programs of a scope and nature never experienced previously. Woodsworth College, our college for part-time students, has developed a distinctive approach to part-time study that merits full description:

1. Part-time and full-time undergraduate students can and do attend the same colleges.
2. Woodworth students can and do attend day or evening classes. About one-quarter of Woodworth students enrol in day-time sessions. Full-time students at other colleges can and do attend evening classes.
3. The result of 1 and 2 is that part-time students have available to them virtually all of the courses of the Faculty of Arts and Science as well as the courses mounted by Woodworth. . .
4. Woodworth students are encouraged to ensure that a coherent program of courses is available to those students who can attend only in the evening or during the summer months. The courses, the faculty and the academic standards are comparable to those offered to full-time students. . .

Accessibility and graduate study programs

Continued

5. Items 1, 2, 3, and 4 mean that we have achieved all the benefits of integration without losing the advantages of an institution whose purpose is to meet the needs of part-time students. Our program in both quality and variety compares favourably with that available to students (full-time or part-time) anywhere in Canada.

Professional faculties

Students can complete a *portion* of their degrees on a part-time basis in the professional faculties of Applied Science and Engineering, Nursing, and Education, and in Rehabilitation Medicine (Physical Therapy, Occupational Therapy); the new degree completion course in Rehabilitation Medicine can be taken entirely on a part-time basis.

Pre-University Program

Woodworth provides mature students who have not completed Ontario Grade 13 with a suitable way to prepare for university and to prove that they are admissible. . . This successful program is of particular importance to the large immigrant population in Toronto. However, the University incurs a heavy drain on its resources. . . Classes are small, costs are great. There is no B.U. or other government funding. In a period of tight financing it is a question how long we can continue to keep this program afloat, although community interest in it is growing and it fills a real need in Metropolitan Toronto.

New off-campus courses

In September 1975 Woodworth intends to mount a number of pre-university and degree credit courses off campus and in the community of Toronto if funds are available. We will offer courses in various locations at noon and at 4:30 p.m. in downtown Toronto. . . There appears to be a particularly strong interest among women employed downtown in these courses. With the co-operation of the Civil Service Commission we will offer a similar program in the Macdonald Block at 4 p.m.

We intend to mount a number of pre-university history and a degree credit course in the modern Italian novel in the evening at a suitable location in the Italian community.

For disadvantaged and older persons

The University of Toronto is anxious to promote the accessibility for students from the less advantaged sectors of society. The University of Toronto feels that it is fortunate to such fact; it is true that should not lower the academic standards required for entry but should explore ways and means of devising special programs to prepare such students academically and in other ways for the transition to a University environment. One such project has been the Transitional Year Program at Innis College. . . Many students in this category come to the attention of our Office of Admissions as mature (over 21 years of age) applicants. The University has been imaginative in its handling of mature applicants and the ways can be found for such students to be admitted or to be prepared for admission.

Under active consideration is a proposal that fees, and possibly entrance requirements as well, be waived for applicants for admission to the Faculty of Arts and Science who are at least 65 years of age. Scarborough College may also be included.

Admission to professional faculties

Dr. Dupre has expressed interest in professional school admission practices and the extent to which they can be made increasingly fair and equitable. The extreme complexity of this subject is illustrated in the following response from Dr. J.W. Steiner, Associate Dean of the Faculty of Medicine:

"I feel that a major policy decision will face the medical schools and probably all professional schools in Ontario, as the academic standards of applicants and the total number of applicants increases. How does one discriminate amongst students of equal calibre and yet maintain the standards of faculty and staff? This medical school has carried out a substantial amount of research in this area and the Association of American Medical Colleges is currently evolving a new medical college admission test which intends to measure non-medical characteristics. All admissions are that great difficulty is being experienced by the AAMC, as we have had in the past, in coming up with an acceptable solution."

The Faculty of Applied Science and Engineering, by contrast, can submit its belief that most students who are truly qualified to succeed in engineering studies, in our opinion, do in fact obtain admission to an Ontario university. This Faculty is in a limited-enrollment, steady-state mode at present and probably will be for several years to come. With a rapidly expanding population ranging from 2-3, a selection on academic merit is essential. . .

Prof. R.E. Jervis, Associate Dean of Engineering, provides the following information:

"This Faculty has some policies for selecting among particular groups of applicants: *women applicants* are encouraged to apply and to feel that the engineering profession is suited to their aspirations — while academic merit is the principal criterion, some preference is given to women in borderline cases; applications from *native peoples and disadvantaged groups* are also encouraged although often such students are not clearly identified in the usual applicant profile. . . on the other hand, a special restrictive policy in the form of enrolment quotas is required for *applicants on student visas* since admission on academic merit alone would result in a substantial fraction of freshman enrolments and advanced standing placements being assigned to student visa applicants to the exclusion of qualified Canadian citizens or landed immigrants."

"Our policy is not only to seek the most highly qualified applicants, but especially the right ones who are best suited and motivated to professional studies in their respective field."

Regarding female students, i.e. those who are temporarily resident in Canada on student visas, we view with great alarm the possibility, which has been mooted, that opportunities for such students might be curtailed by the enforcement of punitive admission demands unmet by such students or by bursary assistance. We should recall that during Ontario's early history, students from here were welcome in other countries and received advanced training which they used on their return for the benefit

of this province. Now that we have become an educationally "developed area", it behooves us to assist the educationally "underdeveloped areas" in the same way; it would be sheer hypocrisy for us to say that helping those from the Third World is beyond our means.

Tuition fees

The University of Toronto supports the principle that universities should retain the option of altering tuition fees, but emphasizes: (a) that this would have no effect if it were offset by a corresponding reduction in the government's contribution to the basic income unit; and (b) that the option should not be exercised without adequate corresponding changes in student support levels. There must also be reasonable lead time for any substantial change.

Student support: undergraduate

. . . Even with the fees held to last year's level, student costs are outpacing student support and there is growing anxiety among college registrars and others about the consequences of the current level of funding: some students are being forced either to reduce



President Evans

Photographed at recent Governing Council session

their course loads or to transfer to part-time study; where part-time study is not a viable alternative, some full-time students are forced to take part-time jobs and their academic performance is suffering. . .

The University wishes to reaffirm its commitment to the principle of equality of educational opportunity — that no qualified applicant should be denied a post-secondary education because of financial circumstances. The under-representation of the poor in universities is a well-established fact; it is true that cultural factors have an influence, but the evidence suggests that the educational horizons for disadvantaged young people are limited to an overwhelming extent by economic factors. In our post-secondary studies, an effective student support system can make an important contribution toward the attainment of equality of educational opportunity.

We welcome the improvements in OSAP that were recently announced. But three aspects are of serious concern to us. First of all, while the increase in the board and lodging rate to \$40 may be sufficient for some regions, evidence from our Housing Service indicates the rate will not be adequate for students living in Toronto. Secondly, we anticipate that the expected increase in student contribution for next year will cause financial hardship for some students; the University's Placement Centre has recently reported a 30 per cent. drop in its summer employment listings this year. Finally, regarding the loan component of OSAP, we note with interest the Minister's statement to the Association of Student Awards Officers of Ontario on March 26, 1975, mentioning: ". . . the possible deterrent effect of current student assistance programs on people from very low income families. . ." and suggesting that the Ontario Social Bursary Program "could provide the practical experience we need to be able to develop some kind of expanded preferential program in the future. This program might help people with the desire and potential to benefit from post-secondary studies but who have lived in a social or cultural milieu that makes programs such as OSAP ineffective because they require the student to incur a relatively substantial debt." We hope OCUA can actively encourage the Ministry to explore such a position.

In reply to your question about our own scholarship and student support program we must say that this University's contribution to its undergraduate student support program in percentage, per capita, and dollar terms is among the lowest in the province.

Student support: graduate

The OSAP scheme does not meet so effectively the special circumstances of graduate students; this aspect requires further review.

Although the value of the new Ontario Graduate Scholarship (OGS) considerably exceeds that of the old Ontario Graduate Fellowship, with no increase in the total funds there are far fewer awards, and this although they must be spread over more areas.

Dean F.A. Sherk, Assistant Dean of the School of Graduate Studies, comments as follows:

"In the opinion of most people concerned, the application for an OGS is unnecessarily complicated. The problem is not so much in the application form itself as in the fact that three letters of recommendation are required. This has a double disadvantage of discouraging some applicants and of jeopardizing the quality of all the letters of recommendation because of the general feeling that the number of letters is excessive and therefore that the more the better. Two letters of recommendation ought to be sufficient for any application; if this change were adopted, it would effect a 33 per cent. saving in the academic staff time needed for this purpose. Put another way, such a change would save the writing of over 4,000 letters."

"A second criticism is that the Selection Board, in making awards, has no liaison with the federal granting agencies such as Canada Council and National Research Council. The result is that there are many duplications of awards and hence a great many rituals of OGS award offers. This increases the work load of everybody concerned, including the Ministry, and seriously affects the plans of students who by this policy are on a reversion list for several weeks rather than receiving an award immediately."

Finally, there is deep concern everywhere about the policy that the number of non-Canadian recipients of OGSs is restricted to 10 per cent. of the total. It is always difficult to find support for graduate students who are on a student visa, but it is real tragedy that the current OGS award procedure, which bars non-Canadians from competition except within the 10 per cent. quota. Thus a serious injustice is done to the landed immigrants whose intentions are to spend their lives in Canada. Such people should have the same access to scholarships as do Canadian citizens. . .

Graduate scholarship funding

We would point out that the funding level of OGS is too low, for three particular reasons:

1) while the value of the OGS considerably exceeds the value of the former OGF, the total funds for the scholarship scheme remain the same. The result of this is that there were fewer OGSs in 1974-75 than there were OGFs in 1973-74 (about 1,000 as compared to 1,500).

2) eligibility for OGS is wider than for the old OGF: for example Educational Theology is now included among the eligible disciplines whereas formerly it was not (instead it received a special grant for fellowship purposes from the Ontario Government) thus not only are there fewer fellowships but they must be spread over a larger base.

3) all graduate degree programs are now eligible for consideration for OGSs including some theological degrees. . . Once again this cuts down on the effective number of scholarships for the group for which they were formerly intended.

Calling for teaching assistants

You ask also for our views on meeting the current ceiling of \$3,000 for the remuneration of teaching assistants. On this I would remark that the ceiling was originally established by the province in order to stem the alleged excessive influx of foreign graduate students. If this reason ever had validity, it is unnecessary now since the 10 hour per week work limit combined with the agreed maximum pay levels accomplish the desired result. However, presents difficulties in important special cases. For example, a student may work as a teaching assistant during the eighth month academic session, earning his \$3,000 or close to it. He is then barred from pursuing certain summer activities or he may be compelled to quit, and which could enhance, rather than impede his progress toward the degree, simply because he is barred from accepting pay from formula income sources. . .

Finally a comment on our views of resources that the University of Toronto is turning over to its own scholarship and student support programs. The increases in budget amounts for graduate scholarships which have been made in the past two years have been generous, in view of the difficult budget situation, even though they are still inadequate to cover the needs of the University. This kind of increase in the graduate program is striking evidence of a genuine concern on the part of the University administration and we hope it will continue to hold a very high priority.

Graduate studies

With an enrolment of over 7,800 graduate students in some 54 graduate departments and 16 interdisciplinary centres and institutes, the University of Toronto is the largest of the six Canadian universities which total account for 50 per cent. of this country's total graduate student enrolment. It gives doctoral and master's degrees in a total of 59 and 80 different areas, respectively; it has strong interdisciplinary traditions and strength in its four graduate divisions (Humanities, Social Sciences, Physical Sciences, Life Sciences); its strength, like that of other Ontario universities, has recently been enhanced in the Humanities and the Social Sciences especially by the opening of the Robarts Library; the number of graduate students in the sciences as the doctoral program in the History and Philosophy of Science and Technology, are unique in Canada. Its location makes possible important relationships with Toronto's large business, scientific and cultural communities. At the same time, its urban location and its age increase the costs of its extensive graduate programs.

The Ontario universities must carry on with graduate planning for the foreseeable future. We support the objectives which the Council of Ontario Universities has set for the next three years: development of high quality programs; We intend to carry out recommendations made in the assessments completed to date. Nevertheless, we have strong reservations about the continuation from this point in time of the specific ACAP process itself in its present form. . . [Dr. Evans was referring to the assessments of graduate programs carried out by the Advisory Committee on Academic Planning.]

The most notable difficulties which are becoming evident in the present planning process arise from: the emphasis on numbers; the lack of consistent attention to action in the matter of quality; the implications of attempting to define the boundaries of disciplines and of fields within disciplines; and the considerable time required to undertake and follow up this approach to planning. . .

Much has been learned about planning in what was an uncharted area which ACAP was required to explore. And again

Continued on facing page

Services, status of women, and objectives

Continued

we emphasize that the Ontario university system needs a planning process, and has been aided by the present process in a number of areas to date. We believe the system should proceed with the approved recommendations and the ACAP studies now under way, although this should be done as economically as possible. We also believe, however, that it would be a mistake to continue to rely upon the planning process, as presently conceived, for future planning in other graduate areas. Moreover, if assessments are to be made in the major divisions not yet assessed, the Humanities and the Life Sciences, we should consider carefully the processes and procedures appropriate to these divisions. Each presents peculiar problems.

We suggest three possible modifications or alternatives for any new assessments of disciplines, as well as for continuing assessment of those already covered by ACAP once the present commitments have been honoured. These proposals are not the only possible ones. They do have in common a major concern with quality, now that quantitative program control has been achieved or is being achieved by other means, while still allowing a large measure of freedom of choice to both students and universities. They assume also some exchange of information among universities on such matters as program plans, and should be less complex and less costly than the present process. They are based in part on a conviction that the achievement of excellence in graduate programs is now the main issue—something ACAP itself has increasingly underlined—and that we should be considering whether the identification of individual universities with broader areas of specialization is a more appropriate long-term planning objective for the Ontario system.

Alternative mechanisms

1. A revision of the present ACAP process so as to reduce complexities and costs and to shift the focus away from quantitative emphasis. . . . We believe a simpler and more pliable process would enhance the credibility of ACAP which is absolutely necessary if it is to make and have accepted some of the harder decisions posed by planning of any kind.

2. As an alternative, appraisal on a comparative basis of all existing programs in a discipline, for quality only, once every 10 to 15 years, with standards at high levels and with the consultants having the responsibility to make and publish recommendations concerning improvements in or discontinuance of individual programs. . . .

3. Restriction of doctoral programs to a few universities, as in the California system, does not appear appropriate or feasible in a system of universities which has reached the stage of development of the Ontario system. However, recognition of a group of disciplines as an area of concentration for a university, has been implicit in the ACAP assessments and discussions for some time. Present doctoral programs, both specialized and general, would remain, subject to the procedures described in 1 and/or 2 above. No new doctoral programs would be approved, however, unless the university had been designated (via appraisal, assessment, and some more general criteria) as having strength in that area. Universities declared to have strength in an area would be given considerable freedom to expand doctoral work in that area, by new programs or extension of existing programs. Universities without such a designation would not have that freedom, but could plan to develop an area of strength either alone or in cooperation with other universities.

It is important to add that this approach would not apply to the master's level, where universities would be free to enter the basic disciplines with appraisal/assessment approval as now. . . .

System-wide co-ordination and services

In seeking to maintain quality at reduced cost the Ontario universities have investigated many possible areas of co-ordination. The graduate field we have just described. Although the potential savings from differentiation of institutional efforts in graduate studies are considerable they are long-range rather than immediate. For positive effect in 1977 we should look to the movement of information rather than the phasing out of courses and transferring of people: we should develop further the co-ordination of library services, computer services and media services.

Library co-ordination

Since the late 1960s the University of Toronto has invested several million dollars in the most advanced information management systems for library use in the world today: the University of Toronto Library Automation Systems (UTLAS). The first of many extremely useful and cost-effective applications is the *Catalogue Support System* which has been made available to a wide variety of users.

The current price structure for these computer services recovers the operating costs of UTLAS but makes no attempt to recover the considerable investment in the development of the system. Also, during the "sales year," UTLAS established the library catalogues and "profiles" for six Ontario and six Quebec universities without charge. This clearly demonstrates this University's commitment to encouraging effective resource sharing. UTLAS represents the most significant computer resource sharing achievement in the Ontario universities—not just as a computer service but as a tool which will enhance other significant areas of co-ordination such as collection building and interlibrary loans.

A significant advance in the sharing of data—a major resource in itself—was achieved with the *Monograph Demonstration Project* in which we participated with five other Ontario university libraries. Start-up funds were provided by the Ministry of Colleges and Universities, and we are approaching the end of the first year of operation. . . .

Interlibrary Loans: A current study reveals that Canadian libraries are handling 600,000—700,000 interlibrary loans annually, that this traffic is increasing 5 per cent per year, and that university libraries account for 40 per cent of it. . . .

The University of Toronto Library is the heaviest net lender of all university libraries in Canada (27,708 loans) almost doubling the second heaviest net lender, the University of British Columbia Library (14,600 loans). The UTL operation presently costs the UTL one quarter of a million dollars. (Similar costs are incurred by the 63 largest libraries in the U.S.A.) These costs would not be fully recovered at \$7. per net loan. [Seven dollars is the known cost in the U.S.]

Since the service is available on a national basis and is extended to many non-academic libraries, it seems appropriate that the Canada Council should be asked to support it. A draft submission to the Canada Council is now under consideration. . . .

Computer services co-ordination

Since the late 1960s, various proposals for sharing computing resources in Ontario universities have been made. The first was for regional computing centres. . . .

One of the most significant barriers to effective resource sharing identified by a special task force is the lack of adequate

than the national growth rate. . . . Female students now comprise 40 per cent of total enrolment. A comparison with overall Canadian statistics reveals that not only the proportion of women was above the Canadian average in recent years, but that of late the year-to-year increase in enrolment has also been high. . . . The average rise by 12 percentage points over the 20-year period is about matched by the rate of increase in the percentage of women in the Faculty of Arts and Science and in the School of Graduate Studies. In the latter women represent about one quarter of enrolment; in Arts and Science, nearly half. . . .

In a few faculties women gained ground at an even faster pace, e.g., in Dentistry, Hygiene, Pharmacy and Education. In other professional faculties like Applied Science and Engineering, Architecture, Forestry, and Law women have entered the picture to an increasing extent, particularly since the mid-sixties.

At the same time the percentage of men in Life Science held around 15–20 per cent. (while enrolment tripled in the School of Social Work at an average of 30 per cent. Both Nursing and Physical and Occupational Therapy remained exclusively female (apart from a few exceptions).

There was also an appreciable increase in female students in the medical course of the Faculty of Medicine. . . . This includes mostly Post-Graduate Medicine which showed a steep increase in number in 1967-68.

In both Medicine and Physical and Health Education women and men are about even in attendance.

Enrolment statistics for 1973-74 and 1974-75 show that the efforts of professional faculties to recruit more women have been rewarded with a high degree of success. . . . In eight of our 12 major professional faculties admissions of women have increased. . . . Women make up on an average 31.9 per cent. of an entering class in professional faculties in 1974-75.

In key discipline areas in the major divisions of the School of Graduate Studies, women appear to be represented along lines which coincide with the stereotyping of female intellectual capacities. They represent 50 per cent. of enrolments in the Ph.D. program in English, their graduate work in History is predominantly part-time, and in both part-time and full-time study they are only 17.4 per cent. of those enrolled in graduate programs in Political Economy.

In areas in which graduate work requires mathematical reasoning women represent only a tiny proportion of students enrolled in graduate programs. . . .

Promotion and salary policies affecting women employees

Women faculty: Women faculty currently represent 15.5 per cent. of full-time faculty at the University of Toronto of the rank of instructor and above. During 1973-74 a committee appointed by the Provost . . . reviewed the salaries of all full-time women faculty and recommended some 52 adjustments of salaries of individual women ranging in size from \$50 to \$5,000.

Non-academic staff: A committee composed of members of the Business Affairs Committee and the Internal Affairs Committee of the University's Governing Council has been studying the employment conditions of non-academic women. . . . The Committee, with the help of the Personnel Department, has identified two important areas in which sex-differentials appear to influence employment experience. . . . The University will seek to remedy differentials through changes in personnel policy.

The University's objectives

St. George

Our inheritance from the earlier planning period was a posture of holding a balance between integrated planning of the three campuses and decentralized planning of the campuses as independent units: for it was always envisaged that the York option exists in relation to Scarborough and the University of Toronto. . . . The climate the chartering of additional universities in Ontario appears unlikely, this remains a possible direction in the future, especially if Metropolitan Toronto continues to grow. . . .

At present, both the campuses are co-operating in the readjustments of staffing and teaching duties prescribed in the Memorandum of Understanding among the Arts and Science colleges. This co-operation is enabling the University as a whole to improve the effective deployment of teachers, and we are confident of improvements in the total environment of learning as a result. One highlight of importance of college affiliation. To the extent that this co-ordination can preclude the unhappy situation where teachers must be dismissed for fiscal reasons, we believe it is a saving grace. At the same time we must realize that the new arrangements, like those on college tradition, departmental autonomy and individual life style. Since the good results outweigh the disadvantages we are proceeding along this road as expeditiously as possible.

In several of the colleges the new arrangements have created demand for greater emphasis on clinical experience, because of the popularity and effectiveness of "learning through doing." It is desirable for us to meet this demand, but often clinical opportunities are difficult and costly to arrange. . . .

Reform of college system

. . . We mentioned in our earlier submission to OCUA the new approach to the long-established college system embodied in the Memorandum of Understanding in 1974. The concept of building on the existing and under-utilized diversity and strength of the college system to improve the entire teaching-learning process was warmly acclaimed; what has followed has been the hard, sustained, detailed, demanding work of implementing that concept. The assistance of all the colleges in this co-operative endeavour is essential in order for the University to fulfil the functions and develop the environment described in our General Objectives. It is, however, extraordinarily difficult to begin to implement the new approach in such an adverse financial climate. The federated colleges in particular, who expected relief from their pressing financial problems under the new arrangements, now find that they are sharing with the University not the wealth, but the deficits. The University for its part is making a form of "supplementary grants" to the federated colleges and incurring additional expenses related to the new University Departments of English, etc., in the total amount of \$260,000. This can be viewed as start-up costs for a system whose positive advantages both academic and financial, will in the long run be immense.

Continued on leaf

Stefan Dupre

Chairman, Ontario Council on University Affairs

mechanisms for one institution to pay for services provided by facilities owned by another. Over the past years the University of Toronto has permitted the purchase of computer services from outside only when such services were not available in house but the request had to be approved by the central administration. Recently, major changes in funding policies have been implemented which should go a long way to eliminating administrative barriers to resource sharing.

First, we have . . . established a price structure which recovers full cost. . . .

Second, we have distributed real dollars to the users (budgetary units) to purchase computer services. In 1975-76, users will be able to use 30 per cent. of these dollars for other purposes, including purchasing any computing services available. The plan is to decrease the percentage of funds tied to the Computer Centre over a number of years. This means that our Computer Centre does not have to supply a complete spectrum of services because those that are not available can be purchased elsewhere.

Media services co-ordination

One area of great potential is the sharing of software (films, television programs, etc.) but the greatest barrier here is the lack of information about what is available in the various institutions. . . . a special program has now been launched under the auspices of the COU with a view to establishing accessible data bases on the UTL system.

There is already a reasonable amount of inter-institutional lending but the increase in information about the availability of material will undoubtedly decrease unnecessary duplication of software materials as well as increase the utilization of available material.

Macro-indicators

Information is an important ingredient in the planning, implementation and evaluation of the universities' functions as well as for the collectivity and other bodies concerned with the support and results of the university system. Universities have suffered under a shotgun approach to information collection taken at times by predecessor of OCUA. We are pleased by your emphasis on simple, verifiable information collected consistently over time. We hope to assist in the development of acceptable analytical techniques and interpretive approaches.

One approach would be to develop mechanisms for collecting "hard" data in areas such as:

1. population to be served, e.g. trends in high school retention rates; university participation rates of the age 18 to 24 population.
2. program, data, e.g. university programs, classified by size, nature and scope.
3. the goals and objectives of each university.

Status of women

During the past three years the University of Toronto has made efforts on all fronts to improve the status of women within the University and to increase the representation of women in the professions. Twelve women serve on the Governing Council of the University, 25 hold senior administrative positions, and there are 31 full-time women faculty.

Admissions policy

The University of Toronto's . . . 20-year study of enrolment of women by faculty. . . . indicates that in 1949 women students were 25 per cent. of total enrolment. The increase in women students at the University of Toronto has been above the Canadian average and the year to year increase in women students has been higher

'76-'77 contingency plans and capital planning

Continued

Scarborough College

The planning of Scarborough College was for an enrolment of 5,000 students by 1980. The capital freeze is causing the college to reduce its entering class next year in order to stabilize enrolment at the 1974-75 levels.

Erindale College

It is anticipated that the demand for places will increase considerably during the next decade, due to (a) an ever increasing secondary school population at the Grade 13 level; (b) the rapid growth in population in Mississauga City and the new towns of Erin Mills and Meadowdale from just over 200,000 in 1975 to more than 700,000 within a decade.

General

This University is committed in its General Objectives to co-operative action with other universities and colleges in Ontario. In this connection we believe it is important for the objectives of the system of Ontario universities to be spelled out clearly, for only thus can progress or its opposite be evaluated over the years. We believe that our policy and practices in the admission of students are consonant with the system objectives, as well as our own which emphasize more particularly the changing requirements of one of Canada's major centres of population.

The success of failure of this and other universities in meeting these objectives depends in part upon the choices made by individual institutions in the selection of roles and differentiation in the system, specialization of particular institutions in specific areas of activity, and co-ordination either on a system or on a regional basis. In part, however, our success is contingent on the government's willingness to adopt more specific objectives than those quoted by Dr. Dupre: e.g., the government should permit the universities to be independent in their management and their academic choices and should enable them to plan and execute the equipment to their staff in order to maintain the quality of the programs offered to their students.

Contingency plans for 1976-77

The objectives that the government outlines are for the most part independent of the University. The University is unable to adequately improve existing levels of services. It can accommodate predicted enrolment increases if they occur in existing programs rather than new programs but at the expense of overall quality, since the growth would be accommodated through expanded faculty teaching hours and/or class size or in terms of foregoing other activities.

When the level of the 1975-76 BIFU was announced, the University was well under way with the budget planning for 1976-77. We had to make a shrewd reassessment and consider carefully the options available. We chose to maintain equitable salary levels at the expense of almost every other objective, including the maintenance of staff complement. We developed a two-year budget plan which involves incurring a deficit of over \$5 million in 1975-76 operations. We will use our accumulated surplus of about \$2 million to underwrite this deficit partially, but that means that we will be carrying most of the burden forward to 1976-77.

For 1975-76 the University... has made short-term appointments wherever possible, to give us maximum flexibility in 1976-77. It will be necessary to implement, in 1976-77, a planned attrition of academic and support staff to decrease this deficit to a manageable size. The University will, nevertheless, bend every effort to avoid dismissals of full-time staff for fiscal reasons. Faculty dismissals, because of immediate and long-term problems for the future because of inappropriate academic experience profile cannot be maintained.

The 1975-76 episode has wiped out the University surplus, created a deficit which must be reckoned with, and left the University no financial flexibility whatever. Future budgetary decisions are bleak. This condition will also limit the University's future flexibility in responding to contingencies and in initiating change.

Nearly a crisis mentality

The uncertainty of financing in general, along with the short-fall in the BIFU, came close to bringing on a crisis mentality. While the University of Toronto, by taking major precautionary measures for 1975-76, has so far avoided irrationality, there is a great deal of concern about job security which creates problems both from the standpoint of recruitment as well as in maintaining staff morale.

A further burden at the University of Toronto is its old and large physical plant. Because of the freeze on capital and the shrinking BIFU the University has been unable to make operating economies in the use of its physical resources through renovation, and has had to rent off-campus space at considerable cost. This situation comes on the heels of a history of postponements in building maintenance over the past few years because of BIFU shortfalls.

In 1973 the University did a modified update of the 1967 Faculty Activity Analysis and found that there had been a shift away from research and administration to undergraduate and graduate teaching. The change in each of these areas was in the order of about 10 per cent. This is consistent with the steadily increasing faculty teaching workload and cannot help but reflect a decline in the ability of the University to understand knowledge, eventually affecting its ability to explain knowledge.

The question of productivity itself is unclear in the educational sector; for example, the Economic Council of Canada has assumed no change in productivity in the public services industries in its forecasts. Furthermore, productivity measured in the form of BIFU per FTE faculty is inadequate if it is used as the sole indicator, since the quality of the educational experience depends upon research "productivity" as well as teaching.

Teaching and research are very personal processes. In teaching, especially, the improved "productivity" that comes with maturity and experience is reflected in terms not of greater performance but of better performance.

Suggested government objectives

OCUA has asked for our view of what might constitute appropriate government objectives in funding universities in 1976-77 and our estimated cost of achieving the objectives.

"Meeting inflation" [one of the objectives given by the Minister on Nov. 18, 1974] is decidedly not enough; it makes no allowance for career advancement, in a million ways the increased benefits of experience both to teaching and research add greatly to the value of the scholar-scientist's work. At this University the imbalance in the faculty age distribution involves extra costs through the difference in the progress through the ranks factor as compared to recovery through retirement. To condemn the academic and non-academic staff of Ontario universities to mark time (which is what "offsetting inflationary trends" means) is to invite the loss of our best people. This is not a loss that any university can face with equanimity. Many salary and wage settlements in other parts of the economy, private and public, go well beyond meeting inflation.

The investment in people that is represented by the Ontario universities is unique and extraordinarily valuable, and should not be squandered. But it can only be protected by fair and equitable treatment. We believe that, where people and not things are concerned, "fair and equitable salaries" should replace "offsetting inflation".

People are the keynote also in considering the third government objective, "to accommodate predicted enrolment increases". We have already detailed our own attitude and practices in regard to accessibility. But the fundamental question is, accessibility to the first list of the state of government objectives are in the last analysis means to the ends of increasing and transmitting the cultural and intellectual heritage and serving society; and in that process the quality of the experience is an essential element.

The second listed objective of government is to maintain or improve existing services. . . there is virtually no limit on the extent to which an existing level of service can be improved, and what probably means to take dead aim on maintaining present levels and to err, if at all, in the direction of improvement.

It would be difficult to quarrel with such an objective if we could take it at face value. However, the fact that OCUA's very own statistics indicate a shortage of \$16.2 million in the government's funding of its own stated objectives casts doubt on whether the words "existing levels of service" mean the same thing to government as they do to universities.

If it were true that the government would not reduce disproportionately its expenditure on the goals represented by university activities in teaching and research, we would be greatly relieved. If at the same time government would encourage and participate in co-operative endeavours with the granting agencies, on the serious problems that constitute a shortage of any of these resources, the Province would be using its educational assets rather than depleting them as liabilities.

It is not self-seeking for the universities to ask for the adequate support of their total educational activity. The does it only because of the government's financial problems. How much has it saved this Province to have a university professor invent a means of eliminating downstream pollution from certain pulp mills? How much will it save to have an effective treatment of infectious hepatitis? To have leadership in the development of intra-university and inter-university transport that is fast, safe, clean and inexpensive? To have innovation in housing construction? Certainly government has other priorities as well. But if it will make appropriate contribution along with industry and the granting agencies, by supporting the universities and enabling the able students to attend, the enterprise will repay many times its cost.

Research

... Regardless of the form which it takes, the mission (if any) which it serves, or the nature of the financial support, research is an essential activity of the university. The University is not simply an advanced high school, nor is it a research laboratory. It is the peculiar blend of programs of teaching and research which makes the main reason for the existence of such a separate and distinctive institution. The university's principal service to the public is the performance of this unique blend of teaching and research.

University research is independent. It is self-directed and its principal goal is understanding. The value of the research to the university and to the wider community is the greater because it reflects the integrity of the individual carrying out the work and is limited in depth of insight only by that individual's ability and resources.

The university also ensures the independence of its members who undertake research. If the work requires external financial support for its direct costs the interest of the research worker may be influenced by the objectives of the granting agency or sponsor, but he is free to follow his own path. The independence ensures that a substantial effort in university research will be directed to distant goals. It ensures that universities will continue to be institutions with intellectual resources that are characterized by diversity of imagination and great social potential.

... There is little point in doing research unless it is published and explained to others. The primary beneficiaries of the "explaining" are the students but it must extend beyond them to the public at large. University policy ensures that all research which is conducted by its staff members and students may be published if it meets the scholarly standards of the research workers themselves and of their publishers. The public interest in the work of the university is one of the cornerstones of university research policy because it helps to define very clearly the university's objectives in research.

An overview of research funding

There are three ways in which the Province of Ontario provides research funds for the University. The most important quantitatively is the support which flows through the formula grant. These funds provide the salaries of staff members who undertake research and some of the "overhead" costs of maintaining and operating the institution. The existence of formula funding has in fact led to a substantial reduction in faculty effort directed to research. . . At the same time the funding of maintenance costs and administrative services for research has dropped sharply. The Province has also contributed to research through capital funding

for buildings. The generous funding of the 1960s has provided the university with facilities which, in many areas, are second to none. In other areas, the facilities are deplorable. The third channel is through grants and contracts of departments and agencies of government. This support peaked in 1972-73 at \$24 million and declined rapidly to only half that value last year. Although during the same period the funding of research by charitable foundations, by private corporations and by the U.S. government all increased, the overall trend was down. The funding by the federal granting councils (60 per cent of the total) increased only marginally while funding by other agencies of the federal government decreased sharply. The net effect was a decline of 6 per cent in actual dollars from 1971-72 to 1973-74 in total university income for the direct costs of research.

... The university may thrive in the midst of this pattern of change there must be one body which ensures that the capability for research in the university is sustained. This can only be the provincial government. Only the provincial government can give full recognition to the interdependence of research with the total academic enterprise. Only the provincial government can insure against the thoughtless dispersal of the human resources of research, for these are the same resources which sustain and enrich the teaching mission of the university.

Equipment

The University of Toronto has recently inventoried its equipment. On a replacement cost basis the total inventory was valued at \$156 million as at April 30, 1974.

In a period of financial stringency, the renewal of equipment, as well as the most critical priorities for research, falls an early victim to financial pruning. The deferral of renewal or the failure to acquire new teaching apparatus can only be postponed temporarily and must inevitably be met. . . A static enrolment does not preclude the need to keep pace with rapid technological change. It would be ridiculous in the extreme to graduate nurses, doctors, dentists, and engineers who were unfamiliar with the latest technological advances in their field. To be worthy of its name, a university needs a continuous flow of dollars for equipment.

Similarly, the failure to replace maintenance and operating equipment results in excessive expenditures on repairs, not to mention time lost in numerous breakdowns. . . The slow replacement of equipment does not recognize the need for continuous renewal and upgrading of buildings. (Unfortunately, the flow of money to this university is not sufficient for us to make any real progress in overcoming the backlog of obsolescence which we face.) We must therefore urge the government that the government that these same factors apply to equipment.

Capital planning

During the last 10 years, capital funds have been directed largely toward a limited number of major projects which were the responsibility of the University at the time, and were on a scale such that they excluded many of the second-ranking priorities. The benefits of capital spending were for this reason spread very unevenly over the whole University. There have been many major projects in the past, and some which were seen to be in serious need at least 10 years ago and which, even today, have received none of the benefits of the capital program.

This unbalanced program of capital funding over a time of dollar priority left the University in 1972 with two fine suburban campuses, both of them incomplete, and with the St. George campus, consisting of over 100 buildings ranging from a first-rate Humanities Library and Medical Science Building on one hand to buildings in an almost derelict state on the other.

Scarborough and Erindale

The question of further expansion at Scarborough and Erindale has been reviewed by the government, and there is no immediate likelihood of additional physical facilities. We believe that local population growth, increasing pressure on both colleges, and we think government should be reminded of the long lead-time necessary for the provision of additional physical facilities.

St. George

We consider it a matter of great urgency that the physical plant on the St. George campus should be adapted to the needs of the future. To this end we are preparing a long-range plan and we would urge the Council to respond by formulating a long-range funding program for government. We have now completed the initial stages of this planning process.

... It has become apparent that the most acute needs are central to the Faculty of Arts and Science, which on the St. George campus has 10,000 full-time undergraduate students. Its faculty members provide at least 25 per cent of the instruction in 9,500 course enrolments in nine divisions. . . We have determined, therefore, that the foremost capital planning priority is to increase the magnitude will be in the improvement of the inadequate facilities for Arts and Science. The total area of the departments of that Faculty which are inadequately or inappropriately accommodated at the present time is approximately 155,000 net assignable square feet. . . It should be noted, too, that within the next year the University will be faced with the cost of implementing the Memorandum of Understanding with the Federated Colleges.

Although Arts and Science will be given first consideration in this process, the trickle of capital funds available during the planning into each of the other areas to develop a fully integrated and comprehensive campus plan. . . Preliminary studies have led to the definition of a tentative schedule of renovation and replacement of the physical plant on the St. George campus. . . The process, expressed in 1975 dollars, will prove to be a reasonably accurate expression of the University's basic requirements for the next 10 years. Although the 10-year total (\$80 million) is quite out of the question, the capital funds available during the period, if it should be examined, not by that criterion, but by its contribution to the effectiveness and efficiency of operation of the University's programs, by its reasonableness in relation to the total capital program in the University plan (fixed at 2 per cent per annum cyclical renewal), by its effectiveness in addressing the special problems of the St. George campus which have been described above, and by its potential for converting a disjointed University campus into a humane and productive environment.

Recommendations of task force studying grant supported staff

A task force of the University's Research Board, set up to enquire into the conditions of employment of staff supported by research grants, has submitted a draft report containing three recommendations.

Comment and criticism are being widely sought, particularly from staff members supported by research grants and from principal investigators. Members of the University community are invited to take part in a discussion of the recommendations at an open meeting of the task force to be held at 12 noon in the Medical Sciences Auditorium on May 20.

The task force, which met for the first time on Feb. 11 and on six subsequent occasions, consisted of Prof. A.D. Allen, Chemistry, chairman; Robert F. Brown, Director of Personnel; Dr. T.C. Clark, Research Administration; Fern Jeffries, Criminology; J. Lewin, Physics; Dr. F. Rolleston, Banting and Best; Ann Tirpak, Biochemistry, and Prof. J.M. Torgur, Metallurgy and Materials Science.

The draft report

Excerpts from the report follow.

Grant supported staff in the University of Toronto are paid from funds from sources outside the University that have been awarded to principal investigators for the support of research projects. These funds are administered by the University according to the needs of the principal investigator, but within the regulations of both the University and the granting agency.

The very nature of research grants makes them less than ideal as sources of salary support. Grant supported staff depend for their reappointments on the initiative of the principal investigator and his or her ability to secure research funds on a continuing basis. The status of grant supported staff with respect to salary, salary increases, promotion and job security is less well defined than that of regular budget supported staff.

Specific problems

Specific problems include the following:

1. Since the financial base of the budget from which the salary is paid is, in general, small, there is little flexibility available to meet unexpected financial changes.

2. Changes in the salary scales and salaries paid to equivalent employees on the University budget are made by the University without reference to the ability of grants to make comparable changes.

3. The dates on which grants may be begun, renewed or terminated do not coincide with the dates on which regular salary changes are made by the University.

4. As a result of the above, grant supported staff tend to be paid less than comparable employees paid from the University budget, and salary increases are sometimes delayed or even not awarded.

5. There is little protection for grant supported staff against a reduction or termination of their supporting grant.

6. There is commonly little or no opportunity for career advancement within the project(s) funded from a single research grant.

7. Administrative responsibilities for dealing with problems and grievances associated with grant supported staff are poorly defined.

8. There are particular problems associated with disability and holiday rights for grant supported staff.

9. Since nearly all grants have a terminal date, any appointment on that grant can only be made up to that date.

10. Principal problems arise in some research centres and institutes which depend for almost all their budget on grants for projects from outside agencies. Short-term projects and frequent renewal (or termination) dates make life very uncertain for employees. Serious problems arise when there is a gap of several months between one phase of a project and another and no funds meanwhile to retain staff. . . In practice larger centres and institutes can usually manage to keep staff on payroll during such periods by "juggling" funds from one account to another. This is, however, even at best, an unsatisfactory procedure.

Possible solutions

The task force addressed itself to these problems and to possible solutions to them. It recognized that there is no way that the University can compensate for money no longer granted by an agency. However, in fairness to the grant supported employee and in the interests of recruiting and retaining staff of the highest quality, we believe that the burden of the inevitable disadvantages of grant supported employment should be shared more equally by the employee, the grantee and the University.

The basic principle underlying the report is that the conditions of employment of grant supported staff should be the same as those on a regular University budget. We believe this can be achieved by a combination of forward planning, good will and a contributory "insurance" fund to meet individual emergencies.

The task force considered the grant support awards for graduate students and post-doctoral fellows. These are not eligible for employee benefits, on the grounds that any payments from grants they may receive are made to assist the recipient to obtain a degree or experience in research. Although the lack of employee benefits appeared to some members of the task force to be unjust, it was noted that there were other more important conditions associated with the award, namely:

(i) The work is primarily undertaken for educational reasons and not for financial gain; (ii) the direction given by the grantee is of a general or consultative nature; (iii) the recipient is not required to render services to the University in connection with the award.

The task force considered that a period of up to two years could properly be considered a research training period, for post-doctoral fellows, but that appointments beyond this period should be regarded as employment and should fall within the regulations covering grant supported staff.

Definitions

1. Staff - shall normally exclude only:

Graduate students registered in an ongoing program of the graduate school and given an award during a period of research training.

Post-doctoral fellows who have normally just received their doctoral degree and are given an award during a research training period which should be not more than two years.

Scholars or fellows who normally have academic qualifications equivalent to faculty, and accept a sponsoring agency's scholarship or fellowship at that agency's own rates and under that agency's own terms and conditions, subject only to the University's approval of the same terms and conditions.

Visiting professors on leave from other institutions who would normally be expected to remain on the payroll of the other institution and be in receipt, from the other institution, of employee benefits of that institution.

2. Grant - shall include contract, purchase order, donation, bequest, or any other contractual arrangement with a sponsor leading to a University trust account.

3. Principal investigator or grantee - the person authorized to make disbursements from a particular grant account.

Recommendation 1

The basic principle is that grant supported staff are employees of the University and shall be given in all respects the same kind of employment terms and conditions as staff supported from departmental or divisional budgets. In particular, we recommend as follows:

a. *Classification.* All positions held by grant supported staff shall be classified. The principal investigator shall be responsible for establishing a position classification through the Personnel Department. The chairman of the department or division head shall ensure that the classification is appropriate for the department or division.

b. *Appointments.* The mechanism for appointing staff shall be consistent with University appointment procedures. For any appointment, the employee is entitled to know at the time of employment at least:

(i) the salary and range of benefits available; (ii) the specific tasks which will be required for the position as defined in the job description; (iii) the classification established for the position; (iv) the formal description and salary range of the classification and related classification; (v) the immediate supervisor to whom the appointee is responsible; (vi) any other policies, practices or grant conditions which will affect the terms of the employment, including the possible termination of the employment with grant termination; (vii) times at which vacation may be taken during the period of employment.

c. *Career opportunities.* Grant supported staff shall be considered equally with University budget supported staff when positions fall vacant or are created anywhere within the University. All such positions shall be advertised widely within the University before outside applications are accepted.

d. Termination.

(i) When an appointment on a particular grant is to terminate for any reason the normal University termination procedures shall be



Most Scholarship winners, Fen Hampson (centre) and Peter Jarrett show the certificates attesting to their awards for 1975 to Vivian McDonough, president of University of Toronto Alumni Association. The scholarships, worth \$4,000 each, are the gift of the alumni to "an outstanding all-round student in the final year of the Faculty of Arts and Science." Presentation of the honours was made last Friday at the Alumni Advisory Conference. On Saturday Mrs. McDonough was re-elected president of the U.T.A.A.

followed, and for termination for cause the normal grievance procedures shall be available.

(ii) Notice of the probability of employment continuing or being terminated for financial reasons must be given to the employee by the principal investigator no less than one month before the termination date of the period of employment on the award. In any case, the employee shall be entitled to one month notice with pay prior to termination of his or her employment.

(iii) In the case of employees whose actual or anticipated period of service exceeds one year and whose position is caused to be terminated by an unexpected reduction in or termination of a grant, the full services of the University shall be made available in an attempt to relocate the employee in another suitable position, just as would be the case for an employee paid from a University budget. If no other suitable position within the University can be found and the employee is unable immediately to find other suitable employment, appropriate termination arrangements shall be made on the same basis as would be made for university budget staff. If payment beyond the grant ending date is required, this will be paid from a central fund (see Recommendation 2) established for this purpose.

e. Salary levels.

(i) Salaries paid to grant supported staff shall conform with the University guidelines for the job classification. When the term of an appointment overlaps the annual date for University salary adjustments (1 July at present) the amount encumbered for the salary shall include an allowance for an estimated salary increase on that date. The Personnel Office shall provide such estimates on request from the principal investigator. In the case of multiple-year grants an allowance shall be included for all anticipated salary increases during the life of the grant.

(ii) If an extraordinary salary increase (in terms of either the rate or amount of the increase) is awarded by the University to budget supported staff, the University shall pay this increase to grant supported staff until the date of termination of the appointment, or the next renewal date of the grant in question, or 12 months, whichever is the earliest. Multiple-year grants shall be deemed to be renewed annually on the anniversary of the granting date.

f. *Fringe benefits.* The full range of fringe benefits available to budget supported staff shall also be available to grant supported staff.

g. *Maternity benefits.* Grant supported staff shall be entitled to the same maternity benefits as budget supported staff. The cost of these benefits shall be charged to the new central fund.

h. *Prolonged sickness prior to disability.* All full-time grant supported staff are eligible for long term disability insurance which takes effect 15 weeks from the onset of the disability.

Recommendation 2

A central fund is proposed to provide for (i) termination provisions; (ii) maternity benefits; (iii) interim disability payments.

It is estimated that \$150,000 (in 1975 dollars) would be required in average years to cover these contingencies. We believe that the provision of this sum will be of great benefit to the employee but equally important is the benefit to the grantee, the University and the granting agency.

We recommend that the central fund be established by two equal annual contributions of \$75,000 (1975 dollars) from grantees and the major granting agencies. For grantees, this contribution would be in the form of a 0.5 per cent surcharge on all salaries paid from research grants to grant supported staff. We believe the major granting agencies would be sympathetic to an appeal from the University for this special support. If the contribution from the granting agencies falls short of \$75,000, we recommend that the balance needed be provided pro-rata from the President's NRC fund and the Dean's fund in the Faculty of Medicine.

The size of the central fund needed shall be reviewed annually by the Research Board.

Recommendation 3

For those centres and institutes which are entirely or almost entirely supported from research grants we recommend strongly that the University devise a mechanism for smoothing out the budgetary cycles. When the probability of a grant being received is high the centre or institute should be able to draw funds in anticipation of the grant in order to provide stable employment for staff to be paid from the grant. All money spent would be repaid on the award of the grant.

Women are topic at G C committees

The report of the task force on the status of non-academic women will be discussed at two future Governing Council committee meetings at Internal Affairs in the Council Chamber, Simcoe Hall, at 4 p.m. Tuesday, May 20, and at Business Affairs in the Board Room, Simcoe Hall, at 4 p.m. Wednesday, May 28. The meetings are open to all persons interested.

Academic Affairs ends discussions of controversial tenure sections

The Academic Affairs Committee has completed discussion and approval in principle of several controversial sections of the task force report on academic appointments policy.

"The pressures of time are increasing," noted Prof. John Dove, chairman, as he urged the committee to complete its deliberations quickly so that the recommendations could be circulated for comment among the academic divisions and final recommendations prepared in sufficient time for consideration by the Governing Council at its June meeting.

At its meeting on May 1, the committee approved in principle with only minor changes in wording section V - Dismissal for Cause, and passed some substantive amendments to section IX - New or Revised Categories of Appointment.

New category - tutor

It was agreed that the rank of lecturer would be considered part of the career stream leading to eventual tenure consideration, while new categories of tutor and senior tutor would be established for those "who are not expected to be engaged to any substantial

extent in independent research or equivalent scholarly or professional activity" and thus would not become eligible for tenure.

The committee also deleted one recommendation in section IX of which Dean Robert Greene, Arts and Science, had complained that it "formalizes a virtually alternative route besides tenure to permanent status in a department."

The deleted section would have permitted "under very special and unusual circumstances" a procedure whereby a member of the teaching staff could apply for appointment as a tutor prior to his or her tenure review.

The committee approved a recommendation concerning tenure regulations for staff at Enbridge and Scarborough Colleges and agreed to consider at a future meeting a proposal permitting Scarborough staff appointed since January 1, 1972, to choose cross-appointment to a University department.

At the request of the Dean of Medicine, it was agreed to defer all tenure considerations involving members of the clinical departments in that Faculty whose appointments are conditional on their holding a position on the

active staff of a teaching hospital affiliated with the University.

On April 24, the committee resolved the controversial problem of how to select the student member on tenure committees.

Model for student selection

After lengthy debate the committee accepted a model prepared by Gord Barnes, president of the Students' Administrative Council, which calls for appointment from either the student members of various governing bodies of the relevant divisions or of the divisional student organizations including graduate student organizations. The dean or other appointing official could also request a list of nominees prepared by these student members.

In a series of amendments, the committee adopted guidelines outlining required qualifications for student members on tenure committees that include "substantial university experience", and "considerable expertise in the candidate's discipline or a cognate discipline." Moreover, the student member could be currently supervised by or enrolled in a course taught by the candidate.



Lorand Fenyes (left) and Michael Remenyi with competition violin

Music award revived

An annual competition started over 50 years ago in Budapest is being revived at the Faculty of Music. The House of Remenyi, a distinguished Hungarian musical firm, now located in Toronto, will contribute a newly built violin to a student of the faculty on the basis of a competition to be held at Walter Hall on May 10 at 8.15 p.m. It will be open to the public and there is no admission charge.

The idea for renewing the competition in Canada after a lapse of many years, came from the award of the company, Michael Remenyi, with the assistance of Lorand

Fenyes, internationally known violinist, a member of the staff of U of T and a very old friend of the Remenyi family. Preliminary sessions will reduce the number participating in the finals to four or five.

The violin to be awarded this year is a prize winning Czech instrument fully documented and built by Czechoslovakia's greatest living violin maker, Vawra.

Michael Remenyi hopes that this award will encourage similar schemes wherever there is need to nurture and aid developing talent.

East Asian centre receives grants

The Joint Centre on Modern East Asia sponsored jointly by the University of Toronto and York University has received grants from the governments of both Canada and Japan.

Approximately \$71,000 of a total Canadian government grant of \$100,000 has been received, and the Joint Centre will receive about \$25,000 annually from an endowment fund presented by former Japanese Prime Minister Tanaka during his visit to Canada last fall.

The funds will be used for the development of contemporary East Asian studies and research in such purposes as staff appointments, books, audio-visual aids, research and visiting lectures.

Established last fall by a \$300,000 grant from the Donner Canadian Foundation, the Joint Centre is governed by a committee comprising the President and two Deans (Arts and Graduate Studies) from each of the two participating universities. Current director is U of T Prof. William Sawvell, and the directorship is expected to rotate between the staff of the two universities.

Prof. Sawvell sees the Joint Centre as "a unique experiment in the development of inter-university co-operation" and says its most important work "has really been in getting East Asian specialists at the two universities together on a regular basis."

"The old cries of 'institutional chauvinism' have given way to an extraordinary spirit of co-operation and I cannot recall one instance in which the dozens of critical votes taken by the Executive Committee this year followed institutional lines."

The Joint Centre is running an internationally advertised summer school on the St. George campus this year and expects that, if successful, it will become a regular part of the academic program. The Joint Centre has awarded almost \$10,000 in faculty and doctoral research grants, and has agreed to fund two academic appointments in the area of Japanese politics and international relations, one at each university.

Seminar looks at decisions ahead

The School of Continuing Studies in co-operation with the Department of Alumni Affairs is presenting the seminar "The Hard Decisions Ahead: What are the questions? What are the answers?" on May 9 and 10 in Welmore Hall, New College.

The alumni seminar is designed to provide an opportunity for alumni and their friends to meet with faculty and focus on common concerns. Registration will be limited. A charge of \$15, per person, will be made to include the sessions, luncheon and coffee. Cheques should be made payable to the U of T.

The seminar begins Friday

evening at 7.30 p.m. when Prof. Arthur Porter, Department of Industrial Engineering will speak on "The Hard Decisions - How Are They Interconnected?" At 8.30 p.m. there will be a reception with refreshments and cash bar.

Saturday, May 10, will be the first speaker at 9.30 a.m., will be Prof. Jill Conway, Vice-President, Internal Affairs, on "Democracy in Education: Practical Utopia or Popular Folly?" At 11 a.m. Dr. E. Llewellyn Thomas, associate Dean, Undergraduate Affairs, Faculty of Medicine will talk on "Health Care Education: Who, Why and How?" At 1.30 p.m., Prof. Kenneth Hare, director of

the Institute for Environmental Studies, will give a lecture entitled "The Yield of the Earth: Do We Face Imminent Exhaustion?" The final lecture at 3 p.m. will be given by Dean Martin Friedland of the Faculty of Law, "Justice: Can and Should the Law Keep up with Changes in Society?"

There will be an open discussion period at 4 p.m., following which at 5 p.m. President John R. Evans will deliver the concluding remarks.

For further information and registration, please get in touch with the School of Continuing Studies, 119 St. George St., telephone 928-2400.

APUS plays host to national group

The Association of Part-time Undergraduate Students (APUS) will be host to representatives of similar organizations from across Canada May 23-25 at the annual conference of the Canadian Organization of Part-time University Students.

CORUS delegates will participate in seminars on various topics relating to means of improving the academic environment for part-time undergraduates.

Any suggestions may be forwarded to Mrs. Norma Grindal,

Meetings of Governing Council

All meetings in Simcoe Hall unless otherwise indicated.

Monday, May 12
Planning and Resources, Council Chamber, 4 p.m.

Tuesday, May 13
Executive Committee, Board Room, 4 p.m. (In camera)

Wednesday, May 14
Curriculum and Standards, Council Chamber, 3 p.m.
External Affairs, Board Room, 4.30 p.m.

Thursday, May 15
Academic Affairs, Board Room, 3.30 p.m.

Need help with your publications?

Anyone whose University job involves print, publicity and promotion is invited to Session 1 of a workshop entitled "Champagne publications on a beer budget", to be held May 23, beginning at 3.30 p.m. The place is New College, Walton Hall snack bar (beyond of snacks!).

A team of people experienced in the field will lead round-table discussions. They include Laurie Lewis, U of T Press Design Unit; Rick Rigshoff, Seneca College; Bill Hart, Partners in Print; Mary Martin, Trinity; and Elizabeth Wil-

son, Information Services. The objective is to find better, and more economical ways of carrying out work in design, content, printing techniques and related problems.

Those interested are invited to send samples of their publications, such as posters, calendars, booklets, announcements, for example, to Mrs. Ranjanie Fernando, Information Services, 45 Willocks St., before May 12, or bring them to the workshop. For answers to questions, call Mrs. Fernando, 928-2105.

COMING EVENTS

9 FRIDAY

Colloquium

"Uranocene - An Forbital aromatic organometallic compound." Prof. A. Streitwieser, University of California, Berkeley, 158 Lash Miller Chemical Laboratories, 4 p.m. (Chemistry)

Seminar

"The Hard Decisions Ahead." Alumni Seminar; registration \$15. per person. Welmore Hall, New College. Friday, May 9: 7.30-10 p.m.; Saturday, May 10: 9.30 a.m.-5.30 p.m. (Continuing Studies and Alumni Affairs) (See story this page)

12 MONDAY

Lecture

"Bone Resorption and Osteoclast Activity: a quantitative ultrastructural study." Dr. M. Holtrop, R.S. McCullagh Visiting Scientist; Children's Hospital Medical Center, Boston, Room 404, 123 Edward Street. 12.30 p.m. (Dentistry)

13 TUESDAY

Musical

Opera Excerpts. Selections from 19 operas by the Opera Department, Faculty of Music, MacMillan Theatre, Edward Johnson Building, May 13, 14, 15 and 16 at 8 p.m.

15 THURSDAY

Lecture

"Hormonal Receptors in Human Malignancies." Dr. Marc Lippman, Senior Investigator, National Cancer Institute, Bethesda, Cummings Auditorium, Women's College Hospital, 4 p.m.

Colloquium

"Solvolyzes in Trifluoroacetic Acid." Prof. V.J. Shiner, University of Indiana. 158 Lash Miller Chemical Laboratories, 4 p.m.

Seminar

"Recent advances in natural and experimental asthma." Dr. J.A. Nadel, Cardiovascular Research Institute, University of California, San Francisco. 2172 Medical Sciences Building. 11 a.m. (Respirology Group)

22 THURSDAY

Lectures

H.L. Welsh Lectures in Physics. Thursday, May 22 from 10.30 a.m.; Friday, May 23 from 9.30 a.m. Auditorium, Medical Sciences Building (Bell Northern Research, McLean Foundation, Astronomy, Geology and Physics)

Annual Dinner

Toronto Neurological Society; Neuroscience Institute; Section of Neurological Sciences, Academy of Medicine. Art Gallery of Ontario.